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ABSTRACT

This report provides data on fiscal year (FY) 1996 average 9-month faculty and civil service salaries (excluding fringe benefits) and information on those salaries since FY 1980 for full-time employees at Illinois colleges and universities and the Illinois Mathematics and Science Academy. The report provides data comparing salaries with economic indicators and among institutions, including community colleges and public and private four-year colleges and universities in Illinois. The report concludes: (1) there was continued improvement in faculty and staff salaries in FY 1996 across all sectors of higher education; (2) salaries at Illinois institutions of higher education are below the average remuneration of their peer institutions in other states; and (3) faculty salaries at Illinois public universities have increased differentially indicating varying levels among institutions in reinvesting resources to achieve salary competitiveness. Eleven tables provide detailed salary data by individual Illinois state universities by rank and weighted to comparison institutions, compared to economic indices, by private or public sector, by community colleges, and for university civil service personnel. An appendix describes data sources, the salary comparison groups, and methods used for comparison. (Eleven tables and an appendix are included.) (CK)

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Item #11
July 2, 1996

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

FISCAL YEAR 1996 FACULTY AND CIVIL SERVICE SALARIES

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Item #11
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STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

## FISCAL YEAR 1996 FACULTY AND CIVIL SERVICE SALARIES

This report provides information on the status of fiscal year 1996 faculty and civil service salaries for full time employees at Illinois colleges and universities and the Illinois Mathematics and Science Academy (IMSA) and information about those salaries beginning in fiscal year 1980. The report compares salaries with economic indicators to determine how well salaries have kept pace with inflation. In addition, faculty salaries are compared with faculty salaries at comparable institutions in other states to determine the competitiveness of Illinois salaries. Salaries for IMSA faculty are compared with teacher salaries at high school districts in the Chicago metropolitan area to determine the competitiveness of IMSA salaries.

The information in this report is limited to salaries and excludes fringe benefits such as medical and dental insurance and employer contributions to pension plans because of the lack of comparable data among institutions and among states. Further, in many states such fringe benefits for public institutions are appropriated to non-higher education state agencies and are beyond the management control of individual institutions.

Unless otherwise noted, faculty salaries presented in this report are average 9-month salaries weighted by the mix of faculty among ranks (i.e., full-professor, associate professor, assistant professor, and instructor) at each campus. In addition, historic average salary data have been adjusted to reflect the fiscal year 1996 faculty mix among ranks in order to control for the effects of changing distribution of faculty members among ranks over time. Weighted average salaries for independent colleges and universities are based on the 33 institutions that reported data in all years. Sources of salary data and methodologies for comparing salaries are described in the appendix.

### Faculty Salaries

The faculties at colleges and universities are the employees responsible for carrying out the primary functions of instruction, research, and public service. Table 1 displays average faculty salaries for the three most recent fiscal years and fiscal years 1980, 1985 and 1990. The average fiscal year 1996 faculty salary at public universities was $51,500, an increase of 4.0 percent over fiscal year 1995; for community colleges the average faculty salary was $48,300, an increase of 3.0 percent; and for independent colleges and universities the average faculty salary was $58,100, an increase of 3.2 percent above fiscal year 1995 salaries. From fiscal year 1995 to 1996, average faculty salaries at public universities increased at a rate greater than average faculty salaries at community colleges and independent institutions. In each of the longer periods examined, average faculty salaries at community colleges and independent institutions increased at rates greater than those at public universities.

### Comparisons to Economic Indicators

Table 1 also presents the Consumer Price Index (CPI), the faculty salary sub-index of the Higher Education Price Index (HEPI), and Illinois per capita income for each year as comparative measures of inflation and income. From fiscal year 1995 to fiscal year 1996, across all three sectors of Illinois higher education, the increase in average faculty salaries lagged behind the forecasted increase in Illinois per capita income. The increase in average salaries for faculty at public universities from fiscal year 1995 to fiscal year 1996 was above both the 2.9 percent increase in the CPI and the 3.1 percent

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increase in the faculty salary sub-index of the HEPI. Increases in the average salaries for faculty at community colleges and independent institutions similarly exceeded the increase in the CPI, but increases in the average salaries for faculty at community colleges fell short of the increase in the HEPI.

Table 1 also shows that the increase in the average faculty salaries at public universities exceeded the increase in the CPI for the period from fiscal year 1980 to fiscal year 1996, and for the period from fiscal year 1985 to fiscal year 1996. However, the public universities increase in average faculty salaries was less than the increase in the CPI for the period from fiscal year 1990 to fiscal year 1996. Furthermore, public universities average faculty salaries lagged behind the faculty salary sub-index of the HEPI for the same three periods and trailed Illinois per capita income for all four periods. Increases in average faculty salaries at community colleges exceeded increases in the CPI and the HEPI for all periods except fiscal year 1995 to fiscal year 1996, where they trailed the increase in HEPI. The increases in community college average faculty salaries were less than increases in Illinois per capita income in every period examined. Increases in average faculty salaries at independent institutions exceeded the economic indicators and Illinois per capita income in all periods except the period from fiscal year 1995 to fiscal year 1996, when they were less than the increase in Illinois per capita income.

Comparisons Among Institutions

The average faculty salary at a campus is influenced by several factors: the scope of its mission, the mix of programs, geographic location, faculty turnover and overall length of service, and the distribution of faculty among ranks. To provide another perspective on the competitiveness of faculty salaries, the Board of Higher Education compares faculty salaries at Illinois campuses with salaries at similar institutions nationwide. Groups of comparison institutions were determined analytically in a Board study in 1985. Over 1,500 four-year colleges and universities were examined and categorized into 41 groups based on similarity in size, program mix, degrees conferred, financial characteristics, and faculty characteristics. A listing of all institutions in each comparison group containing an Illinois four-year institution is included in the appendix, as is a description of the comparison methodology.

Public Universities. Illinois' public universities are diverse in the array of faculty members among disciplines and rank and this diversity is reflected in the range in faculty salaries by campus as shown on Tables 2 and 3. Table 2 presents the fiscal year 1996 average faculty salaries by rank at each public university campus and Table 3 presents the all-rank average faculty salaries for each campus for the three most recent fiscal years, as well as fiscal years 1980, 1985 and 1990.

The distribution of faculty among ranks is related to both length of service and professional contribution and achievement. Table 2 shows that average salary increases as professorial rank increases from instructor to full professor. In fiscal year 1996, average salaries for associate professors statewide were 19 percent higher than those for assistant professors, and average salaries for full professors were 33 percent higher than those for associate professors. Table 2 also presents the fiscal year 1996 all-rank average salary for each campus. By campus, all-rank average salaries range from $40,900 at Eastern Illinois University to $62,900 at the University of Illinois at Urbana-Champaign.

The information presented on Table 3 highlights the changes in all-rank average faculty salaries at public university campuses. From fiscal year 1980 to fiscal year 1996, the increase in average salaries for all public universities exceeded the increase in the CPI shown on Table 1. During that period, however, the increase in faculty salaries at every campus except the University of Illinois at Chicago and the University of Illinois at Urbana-Champaign lagged behind the increases in the faculty sub-index of HEPI. Furthermore, increases in faculty salaries at all public university campuses consistently trailed the increase in Illinois per capita income.

From fiscal year 1990 to fiscal year 1996, some variation is seen in the increases in faculty salaries from campus to campus. During this period, average faculty salaries increased 24.5 percent

at the University of Illinois at Springfield, nearly five percent above the public university weighted average, while average faculty salaries at Southern Illinois University at Carbondale rose only 16.6 percent, four percent below the public university weighted average. This variation can be explained, in part, to the Board of Higher Education's Priories, Quality and Productivity (P•Q•P) initiative beginning October, 1991. As part of P•Q•P, universities began reinvesting resources in the campus' highest priorities, including salary competitiveness. While state appropriations for salary increases were the same at all public universities during this period, salaries increased by a greater percentage at institutions that achieved greater P•Q•P reinvestments directed to faculty salaries.

Table 4 displays the weighted average faculty salaries at each public university campus as a percentage of the median salary of each campus' comparison group. For example, in fiscal year 1996, Chicago State University's average faculty salary of $41,400 represented 91.4 percent of its comparison group's median salary (i.e., $45,300). The University of Illinois at Chicago's weighted average faculty salary of $57,800 represented 102.5 percent of the median salary of its comparison group (i.e., $56,400).

Figure A

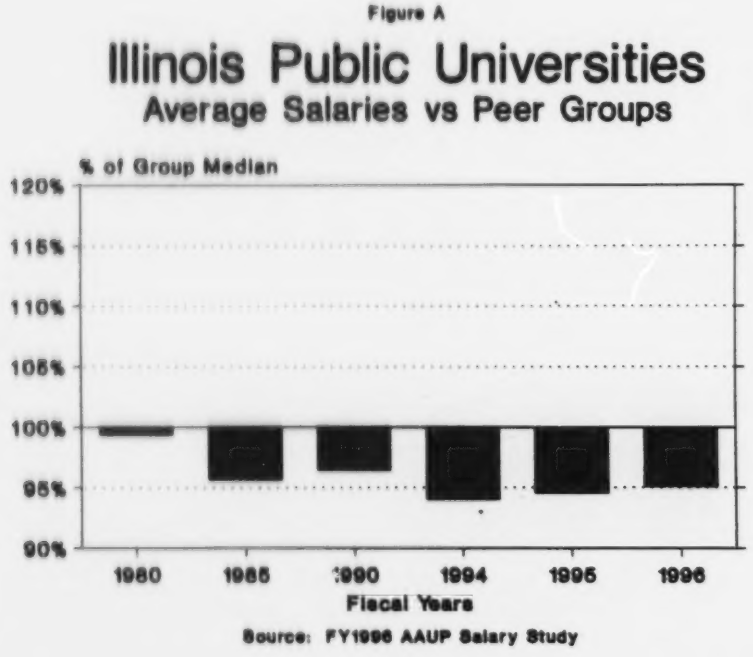


Figure A displays average faculty salaries at Illinois public universities as a percent of median salaries at comparison institutions. In fiscal year 1996, as a group, Illinois public universities showed only slight improvement, one half of one percent, over fiscal year 1995 in average salaries in relation to peer institutions. Average faculty salaries at public universities are further below the median of their respective comparison institutions than they were in fiscal years 1980, 1985, and 1990, although slight progress was made in fiscal years 1995 and 1996. In fiscal year 1980, Illinois public university average salaries were less than one percent below the median salaries of their comparison groups. In fiscal year 1996, the average faculty salaries at the public universities were nearly five percent below the comparison group medians.

Since fiscal year 1990, seven of the twelve public universities have lost ground to comparative institutions. This is a slight improvement over fiscal year 1995 when nine of the twelve had lost ground compared to fiscal year 1990. After losing ground to its peer institutions in fiscal year 1994 and fiscal year 1995, Chicago State University is now in the same position it was relative the salaries



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of its peers in fiscal year 1990. Northeastern Illinois University, Western Illinois University, the University of Illinois at Chicago, and the University of Illinois at Springfield have improved their salary positions relative to their peer institutions since fiscal year 1990. Eastern Illinois University, Governors State University, Illinois State University, Western Illinois University, Southern Illinois University at Carbondale, Southern Illinois University at Edwardsville, and the University of Illinois at Urbana-Champaign have, since fiscal year 1990, lost ground in their salaries compared to peer institutions. In fiscal year 1990, average salaries at half of the public universities equaled or exceeded the average salaries at peer institutions. In fiscal year 1996, salaries at only three institutions, Governors State University, the University of Illinois at Chicago, and the University of Illinois at Springfield equaled or exceeded those paid at peer institutions.

Independent colleges and universities. Table 5 displays the weighted average faculty salaries for 47 independent colleges and universities for the three most recent fiscal years and fiscal years 1980, 1985, and 1990. The weighted average faculty salaries for the group are based upon the 33 institutions that reported data in each of these years. The institutions shown on Table 5 are even more diverse with respect to mission, program mix, size, fiscal condition, and faculty make-up than are the public universities and, therefore, also exhibit a greater variation in average faculty salaries. Caution should be used in comparing average faculty salaries among Illinois independent institutions. Among the reporting institutions, fiscal year 1996 average faculty salaries at independent institutions range from $22,000 at Midstate College, an associate degree-granting institution, to $79,900 at The University of Chicago.

Figure B

Thirty-three of the 47 nonpublic institutions shown on Table 5 also were included in the Board of Higher Education's 1985 comparison group study. Their average salaries as a percentage of their comparison group medians are shown on Table 6 and graphically in Figure B. As a group, independent institutions' average faculty salaries have been equal to or exceeded their comparison group medians in each year. The fiscal year 1996 weighted average salary for these nonpublic institutions is 5.0 percent above the comparison group median.


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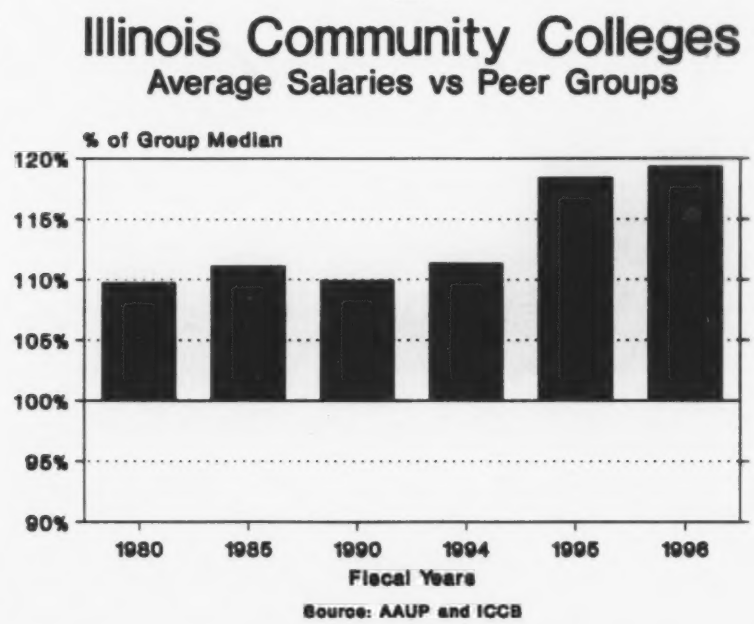
Community Colleges. Table 7 presents average faculty salaries by community college district. Since most community college faculties are not differentiated by rank, the average faculty salaries shown in Table 7 are not weighted by rank. The overall averages, however, are weighted by the number of full-time faculty members in each district. Average faculty salaries in fiscal year 1996 for community college districts ranged from $26,400 at John Wood Community College to $64,300 at College of Lake County.

Figure C




Because of the lack of national comparative institutional characteristics, the Board of Higher Education's 1985 comparison groups study did not include community colleges. Average community college faculty salaries, however, have been computed for institutions in selected states that also have comprehensive community college systems. These comparisons are presented on Table 8, along with the Illinois community college district weighted average salaries. Figure C displays average faculty salaries at Illinois community colleges as a percent of the median of average salaries in selected states. Figure C shows that, as a system, Illinois community college average faculty salaries exceed the median salaries of community colleges in similar states. Fiscal year 1996 Illinois average community college faculty salaries were second only to those in the California community college system and exceed the median by 19.3 percent.

Illinois Mathematics and Science Academy. Table 9 displays the average faculty salary at the Illinois Mathematics and Science Academy (IMSA) for the three most recent fiscal years and fiscal year 1990. For comparative purposes, the weighted average faculty salaries for public high school districts in Cook, DuPage, Lake, McHenry, and Will counties also are presented. Table 9 shows that, on average, faculty salaries at IMSA are lower than average faculty salaries in the 46 high school districts in the five surrounding counties. For fiscal years 1993 and 1994, average faculty salaries at IMSA lost ground compared to weighted average salaries in the surrounding districts. However, for fiscal year 1995, the average salary at IMSA increased by 5.9 percent compared to a 1.6 percent decrease in the weighted average salaries of the surrounding high school districts. This was due, in part, to the early retirement incentives made available to high school districts in fiscal year 1994. In fiscal year 1996 however, IMSA salaries lost ground again, slipping from 87.1 percent of the surrounding districts weighted average salaries to 86.1 percent.

## Civil Service Salaries

In addition to the primary functions of instruction, research, and public service, the productivity of every college and university is dependent upon effective and efficient support functions. Many of these support functions are carried out by civil service employees. Average salaries for the three most recent fiscal years and fiscal years 1985 and 1990 for civil service employees at public universities and at state higher education agencies are presented on Table 10. Unlike the salary data for faculty, civil service salaries are not adjusted by the mix of positions each year, and are instead, presented as actual average salaries. In fiscal year 1996, the average salary for all civil service employees was $27,061 representing an increase of 1.4 percent over fiscal year 1995. This increase was below both the increase in the CPI, and the increase in Illinois per capita income. The increase in civil service average salaries since fiscal year 1985 is 56.3 percent, and since fiscal year 1990, is 19.0 percent. During both periods shown, the increase in average civil service salaries trailed the increase in Illinois per capita income. Since fiscal year 1985, average civil service salaries increased at a rate less than the increase in public university average faculty salaries and community college average faculty salaries.

Table 11 presents university civil service personnel weighted average salaries by occupational category for the same period. Table 11 shows the diversity in salaries by occupational category. Average salaries for civil service employees classified as crafts, trades, or construction employees averaged $44,133 in fiscal year 1996 compared with $20,700 for civil service employees classified as clerical. Average salaries for civil service employees classified in the medical or health services occupational category have shown the largest percentage increase, increasing 75.5 percent between fiscal years 1985 and 1996 and 27.6 percent between fiscal years 1990 and 1996.

## Conclusions

Competitive faculty and staff compensation is critical to maintaining a high quality workforce in Illinois higher education and continues to be a major policy objective of the Illinois Board of Higher Education and the higher education community in general. Since fiscal year 1992, a critical component of the Priorities, Quality, and Productivity (P•Q•P) initiative has been improving the quality and productivity of higher education institutions and agencies by reinvesting resources to higher education's highest priorities, including providing adequate and competitive compensation for faculty and staff.

Fiscal year 1996 saw continued improvement in faculty and staff salaries, across all sectors of higher education, with respect to both economic indicators and peer group comparisons. However, despite this growth, average faculty salaries at Illinois public universities continue to be below the average salaries of their peer institutions. State appropriations for fiscal year 1996 included funds for an average 3.3 percent increase in faculty and staff compensation. The data show faculty salaries at Illinois public universities have increased differentially, indicating varying levels among the institutions in reinvesting resources to achieve salary competitiveness.

State appropriations for fiscal year 1997 will provide funding for an average 3.0 percent compensation increase for higher education institutions and agencies. This increase will permit public institutions and agencies to increase salaries by the approximate rate of inflation. This increase in state appropriations alone however, is not enough to close the gap between average faculty salaries at Illinois public universities and average faculty salaries at their peer institutions. Continued growth and improvement in faculty and staff salaries, beyond the rate of inflation, must come from focusing on higher education's highest priorities and reinvesting resources in those programs.

Table 1

ECONOMIC INDICES, ILLINOIS PER CAPITA INCOME, AND WEIGHTED AVERAGE ILLINOIS FACULTY SALARIES
FISCAL YEARS 1980 TO 1996

| Fiscal Year | U.S. Indices (FY1983 = 100) Consumer Price Index | H.E.P.I. Faculty Subindex | Illinois Per Capita Income | Weighted Average Faculty Salaries[1] Public Universities | Independent Institutions[2] | Community Colleges |
|---|---|---|---|---|---|---|
| 1980 | 79.1 | 79.8 | $ 10,477 | $ 23,300 | $ 23,000 | $ 20,300 |
| 1985 | 107.7 | 111.6 | 14,689 | 31,700 | 33,000 | 29,100 |
| 1990 | 129.4 | 147.7 | 19,615 | 42,700 | 44,500 | 37,800 |
| 1994 | 148.8 | 170.1 | 23,070 | 47,400 | 54,600 | 45,400 |
| 1995 | 153.2 | 176.1 | 24,185 | 49,500 | 56,300 | 46,900 |
| 1996 | 157.6 [3] | 181.6 [4] | 25,308 [5] | 51,500 | 58,100 | 48,300 |
| Percent Increases | | | | | | |
| FY1980 to FY1996 | 99.3 % | 127.5 % | 141.6 % | 121.0 % | 152.6 % | 137.9 % |
| FY1985 to FY1996 | 46.4 | 62.7 | 72.3 | 62.5 | 76.1 | 66.0 |
| FY1990 to FY1996 | 21.8 | 22.9 | 29.0 | 20.6 | 30.6 | 27.8 |
| FY1995 to FY1996 | 2.9 | 3.1 | 4.6 | 4.0 | 3.2 | 3.0 |

[1] The fiscal year 1996 faculty distribution among ranks was used to determine weighted averages for all years.
[2] Based on 33 institutions that reported in all years.
[3] Projected.
[4] Based on average increase in national academic salaries as reported by the American Association of University Professors.
[5] Estimate based on forecasted percent increases published by the Illinois Department of Commerce and Community Affairs.

Sources: Illinois Department of Commerce and Community Affairs, U.S. Department of Labor, Research Associates of Washington D.C., Inc., and the American Association of University Professors

Table 2

ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 1996 WEIGHTED AVERAGE FACULTY SALARIES BY RANK

| | Professors | Associate Professors | Assistant Professors | Instructors | All Ranks |
|---|---|---|---|---|---|
| Chicago State University | $49,500 | $40,100 | $34,100 | $24,800 | $41,400 |
| Eastern Illinois University | 50,500 | 43,400 | 34,100 | 24,500 | 40,900 |
| Governors State University | — | — | — | — | 47,400 |
| Illinois State University | 58,700 | 45,800 | 39,500 | 28,500 | 49,000 |
| Northeastern Illinois University | 51,600 | 42,600 | 37,600 | — | 45,200 |
| Northern Illinois University | 62,900 | 47,000 | 39,800 | 22,400 | 47,200 |
| Western Illinois University | 53,900 | 44,900 | 37,100 | 26,400 | 44,900 |
| Southern Illinois University | | | | | |
| Carbondale | 59,900 | 45,800 | 38,000 | 23,300 | 46,400 |
| Edwardsville | 56,000 | 48,600 | 40,400 | 30,100 | 47,800 |
| University of Illinois | | | | | |
| Chicago | 72,600 | 53,100 | 44,800 | 37,000 | 57,800 |
| Springfield | 55,400 | 47,600 | 41,500 | — | 48,300 |
| Urbana–Champaign | 75,200 | 53,400 | 46,600 | — | 62,900 |
| Weighted Average for All Public Universities | $64,200 | $48,400 | $40,800 | $25,500 | $51,500 |

Source: American Association of University Professors

Table 3

## ILLINOIS PUBLIC UNIVERSITIES
## WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS

| (in thousands of dollars) | FY1980 | FY1985 | FY1990 | FY1994 | FY1995 | FY1996 | Percent Increases FY1980 to FY1996 | Percent Increases FY1985 to FY1996 | Percent Increases FY1990 to FY1996 |
|---|---|---|---|---|---|---|---|---|---|
| Chicago State University | $ 20.1 | $ 25.5 | $ 34.1 | $ 36.7 | $ 38.9 | $ 41.4 | 106.0 % | 62.4 % | 21.4 % |
| Eastern Illinois University | 20.3 | 25.7 | 34.4 | 37.7 | 38.1 | 40.9 | 101.5 | 59.1 | 18.9 |
| Governors State University | 21.7 | 29.6 | 38.8 | 42.4 | 45.8 | 47.4 | 118.4 | 60.1 | 22.2 |
| Illinois State University | 22.5 | 29.8 | 41.5 | 46.3 | 48.1 | 49.0 | 117.8 | 64.4 | 18.1 |
| Northeastern Illinois University | 21.4 | 27.3 | 36.4 | 40.9 | 44.0 | 45.2 | 111.2 | 65.6 | 24.2 |
| Northern Illinois University | 21.9 | 29.3 | 39.6 | 43.8 | 45.8 | 47.2 | 115.5 | 61.1 | 19.2 |
| Western Illinois University | 21.1 | 27.5 | 36.6 | 42.3 | 43.5 | 44.9 | 112.8 | 63.3 | 22.7 |
| Southern Illinois University | | | | | | | | | |
| Carbondale | 22.1 | 29.1 | 39.8 | 44.1 | 45.1 | 46.4 | 110.0 | 59.5 | 16.6 |
| Edwardsville | 22.1 | 29.3 | 40.8 | 45.0 | 46.5 | 47.8 | 116.3 | 63.1 | 17.2 |
| University of Illinois | | | | | | | | | |
| Chicago | 24.7 | 34.9 | 46.8 | 52.3 | 55.3 | 57.8 | 134.0 | 65.6 | 23.5 |
| Springfield | 22.6 | 30.1 | 38.8 | 43.7 | 46.2 | 48.3 | 113.7 | 60.5 | 24.5 |
| Urbana-Champaign | 27.1 | 39.1 | 52.1 | 57.2 | 60.1 | 62.9 | 132.1 | 60.9 | 20.7 |
| Weighted Average | $ 23.3 | $ 31.7 | $ 42.7 | $ 47.4 | $ 49.5 | $ 51.5 | 121.0 % | 62.5 % | 20.6 % |

Note: The fiscal year 1996 faculty distribution among ranks was used to determine weighted averages for all years.

Source: American Association of University Professors

Table 4

ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

| | FY1980 | FY1985 | FY1990 | FY1994 | FY1995 | FY1996 |
|---|---|---|---|---|---|---|
| Chicago State University | 94.8 % | 87.6 % | 91.4 % | 86.2 % | 87.6 % | 91.4 % |
| Eastern Illinois University | 97.1 | 86.2 | 87.5 | 84.5 | 83.0 | 86.3 |
| Governors State University | 111.3 | 105.0 | 106.9 | 98.6 | 103.9 | 103.7 |
| Illinois State University | 98.7 | 93.7 | 98.3 | 97.1 | 95.8 | 95.1 |
| Northeastern Illinois University | 98.6 | 91.3 | 95.0 | 93.6 | 96.5 | 97.2 |
| Northern Illinois University | 100.5 | 98.7 | 101.0 | 96.3 | 97.4 | 97.7 |
| Western Illinois University | 98.1 | 89.6 | 90.4 | 91.8 | 91.8 | 91.8 |
| Southern Illinois University | | | | | | |
| Carbondale | 100.5 | 97.0 | 100.0 | 95.5 | 94.5 | 94.7 |
| Edwardsville | 103.3 | 95.8 | 101.2 | 98.0 | 98.5 | 98.2 |
| University of Illinois | | | | | | |
| Chicago | 99.6 | 100.6 | 100.6 | 100.8 | 102.4 | 102.5 |
| Springfield | 110.8 | 104.5 | 101.6 | 98.0 | 101.1 | 102.3 |
| Urbana – Champaign | 98.2 | 96.1 | 92.7 | 90.5 | 90.8 | 91.3 |
| Weighted Average | 99.6 % | 95.6 % | 96.5 % | 94.1 % | 94.6 % | 95.1 % |

Note: The fiscal year 1996 faculty distribution among ranks was used to determine weighted averages for all years.

Source: American Association of University Professors and Board of Higher Education

Table 5

## ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
## ALL RANK[1] WEIGHTED AVERAGE FACULTY SALARIES

| (in thousands of dollars) | FY1980 | FY1985 | FY1990 | FY1994 | FY1995 | FY1996 | Percent Increases FY1980 to FY1996 | FY1985 to FY1996 | FY1990 to FY1996 |
|---|---|---|---|---|---|---|---|---|---|
| Augustana College | $20.3 | $29.8 | $36.7 | $42.4 | $42.8 | $44.9 | 121.2 % | 50.7 % | 22.3 % |
| Aurora University | 15.4 | 24.6 | 34.2 | 37.2 | 39.3 | 38.9 | 152.6 | 58.1 | 13.7 |
| Barat College | 16.7 | 16.9 | No Report | 40.2 | 42.0 | 43.8 | 162.3 | 159.2 | — |
| Benedictine University | 18.7 | 27.6 | 35.2 | 41.4 | 43.1 | 43.1 | 130.5 | 56.2 | 22.4 |
| Blackburn College | No Report | 23.2 | No Report | 30.8 | 32.0 | 32.9 | — | 41.8 | — |
| Bradley University | 20.4 | 28.3 | 37.3 | 44.7 | 46.3 | 47.4 | 132.4 | 67.5 | 27.1 |
| College of St. Francis | 17.2 | No Report | No Report | 39.1 | 40.5 | 42.2 | 145.3 | — | — |
| Concordia University | 17.3 | 23.3 | 28.1 | 35.2 | 36.7 | 38.6 | 123.1 | 65.7 | 37.4 |
| DePaul University | 22.3 | 30.4 | 42.6 | 52.0 | 53.5 | 55.7 | 149.8 | 83.2 | 30.8 |
| Elmhurst College | 19.6 | 26.3 | 34.1 | 41.0 | 42.1 | 43.9 | 124.0 | 66.9 | 28.7 |
| Eureka College | 15.7 | 20.0 | 28.4 | 34.7 | 36.8 | 37.4 | 138.2 | 87.0 | 31.7 |
| Garrett–Evangelical Theological Seminary | 24.7 | 29.3 | 43.1 | 48.9 | 49.8 | 51.6 | 108.9 | 76.1 | 19.7 |
| Greenville College | 16.7 | 18.8 | 26.9 | 33.5 | No Report | 35.9 | 115.0 | 91.0 | 33.5 |
| Illinois College | 18.2 | 26.0 | 33.4 | 43.2 | 44.6 | 45.9 | 152.2 | 76.5 | 37.4 |
| Illinois Institute of Technology | 23.8 | 35.0 | 45.9 | 53.1 | 54.2 | 53.4 | 124.4 | 52.6 | 16.3 |
| Illinois Wesleyan University | 18.5 | 25.6 | 33.2 | 43.8 | 44.1 | 45.3 | 144.9 | 77.0 | 36.4 |
| Kendall College | No Report | 14.6 | No Report | 35.7 | 34.8 | 31.8 | — | 117.8 | — |
| Knox College | 20.2 | 26.7 | 35.3 | 42.7 | 44.0 | 45.7 | 126.2 | 71.2 | 29.5 |
| Lewis University | 18.2 | 22.2 | 30.9 | 37.1 | 38.5 | 40.4 | 122.0 | 82.0 | 30.7 |
| Lincoln Christian College | 14.6 | 18.3 | No Report | 32.3 | 35.4 | 36.8 | 152.1 | 101.1 | — |
| Lincoln College | 12.4 | 19.7 | 28.6 | 33.4 | 34.9 | 35.7 | 187.9 | 81.2 | 24.8 |
| Loyola University of Chicago | 23.1 | 34.2 | 45.5 | 57.8 | 58.7 | 59.8 | 158.9 | 74.9 | 31.4 |
| Lutheran School of Theology at Chicago | 20.3 | 32.4 | 39.6 | 46.3 | 46.7 | 49.3 | 142.9 | 52.2 | 24.5 |
| McCormick Theological Seminary | 28.1 | 30.0 | No Report | 45.0 | 43.9 | 47.8 | 70.1 | 59.3 | — |
| Midstate College | No Report | 14.0 | No Report | 20.9 | 20.4 | 22.0 | — | 57.1 | — |
| Millikin University | 18.1 | 26.9 | 34.5 | 38.1 | 39.6 | 41.4 | 128.7 | 53.9 | 20.0 |
| Monmouth College | 18.5 | 26.7 | 33.3 | 38.5 | 39.5 | 42.1 | 127.6 | 57.7 | 26.4 |
| Morrison Institute of Technology | No Report | 15.9 | No Report | 29.3 | 28.9 | 28.6 | — | 79.9 | — |
| National–Louis University | No Report | No Report | 31.3 | 36.5 | 38.3 | 38.4 | — | — | 22.7 |
| North Central College | 19.2 | 28.1 | 35.9 | 40.8 | 43.4 | 44.3 | 130.7 | 57.7 | 23.4 |
| North Park College | No Report | 26.0 | 31.1 | 36.4 | 38.7 | 39.9 | — | 53.5 | 28.3 |
| Northwestern University | 28.3 | 41.2 | 57.8 | 71.5 | 74.4 | 77.1 | 172.4 | 87.1 | 33.4 |
| Parks College of Saint Louis University | 18.0 | 24.5 | 34.0 | 50.8 | 50.5 | 48.0 | 166.7 | 95.9 | 41.2 |
| Principia College | 19.5 | 26.8 | 35.9 | 39.9 | 42.9 | 43.7 | 124.1 | 63.1 | 21.7 |
| Quincy University | 17.9 | 23.9 | 28.9 | 34.5 | 36.0 | 37.3 | 108.4 | 56.1 | 29.1 |
| Rockford College | 18.5 | 25.5 | 27.6 | 35.1 | 36.3 | 38.0 | 105.4 | 49.0 | 37.7 |
| Roosevelt University | 18.9 | 25.2 | 34.7 | 41.3 | 42.7 | 45.8 | 142.3 | 81.7 | 32.0 |

Table 5 (continued)

## ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
## ALL RANK[1] WEIGHTED AVERAGE FACULTY SALARIES

| (in thousands of dollars) | FY1980 | FY1985 | FY1990 | FY1994 | FY1995 | FY1996 | Percent Increases FY1980 to FY1996 | Percent Increases FY1985 to FY1996 | Percent Increases FY1990 to FY1996 |
|---|---|---|---|---|---|---|---|---|---|
| Rosary College | $16.5 | $25.0 | $31.5 | $39.2 | $41.2 | $43.6 | 164.2 % | 74.4 % | 38.4 % |
| Saint Augustine College | No Report | No Report | 19.1 | 24.2 | 24.4 | 24.2 | — | — | 26.7 |
| Saint Xavier University | 18.5 | 25.8 | 31.2 | 44.8 | 45.0 | 45.5 | 145.9 | 76.4 | 45.8 |
| School of the Art Institute of Chicago | 20.3 | 27.3 | No Report | 41.3 | 34.7 | 35.0 | 72.4 | 28.2 | — |
| Springfield College in Illinois | No Report | 17.8 | 19.3 | 22.3 | 23.2 | 22.9 | — | 28.7 | 18.7 |
| Trinity Christian College | 19.1 | 26.5 | 32.1 | 38.6 | 40.0 | 41.5 | 117.3 | 56.6 | 29.3 |
| Trinity International University | 16.6 | 20.9 | 28.4 | 32.1 | 34.7 | 35.6 | 114.5 | 70.3 | 25.4 |
| Trinity International Divinity School | 21.8 | 20.9 | 36.8 | 44.3 | 46.5 | 47.7 | 118.8 | 128.2 | 29.6 |
| University of Chicago | 29.3 | 44.2 | 60.2 | 74.4 | 77.2 | 79.9 | 172.7 | 80.8 | 32.7 |
| Wheaton College | 19.6 | 27.4 | 37.2 | 44.9 | 46.5 | 48.5 | 147.4 | 77.0 | 30.4 |
| Weighted Average[2] | $23.0 | $33.0 | $44.5 | $54.6 | $56.3 | $58.1 | 152.6 % | 76.1 % | 30.6 % |

[1] The fiscal year 1996 faculty distribution among ranks was used to determine weighted averages for all years.
[2] Based on the 33 institutions that reported in all years.

Source: American Association of University Professors

Table 6

ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

| | FY1980 | FY1985 | FY1990 | FY1994 | FY1995 | FY1996 |
|---|---|---|---|---|---|---|
| Augustana College | 109.7 % | 113.7 % | 107.3 % | 106.0 % | 104.1 % | 106.7 % |
| Aurora College | 82.4 | 92.1 | 98.3 | 89.4 | 92.0 | 88.0 |
| Barat College | 97.1 | 70.4 | No Report | 108.9 | 109.7 | 111.7 |
| Blackburn College | No Report | 95.5 | No Report | 82.4 | 82.5 | 82.0 |
| Bradley University | 103.6 | 101.8 | 103.9 | 110.4 | 110.8 | 109.0 |
| College of St. Francis | 93.5 | No Report | No Report | 98.0 | 98.8 | 100.5 |
| Concordia University | 86.5 | 84.4 | 80.5 | 88.0 | 89.1 | 91.0 |
| DePaul University | 109.9 | 105.2 | 111.5 | 119.8 | 120.0 | 121.1 |
| Elmhurst College | 105.9 | 100.4 | 99.7 | 102.5 | 102.7 | 104.5 |
| Eureka College | 97.5 | 98.0 | 104.8 | 106.1 | 108.9 | 108.7 |
| Greenville College | 92.8 | 75.2 | 82.3 | 87.2 | No Report | 87.8 |
| Illinois Benedictine College | 89.0 | 91.1 | 88.2 | 87.5 | 88.7 | 86.0 |
| Illinois College | 104.5 | 106.9 | 103.4 | 114.0 | 113.2 | 113.6 |
| Illinois Institute of Technology | 100.0 | 99.2 | 97.5 | 97.8 | 96.4 | 92.9 |
| Illinois Wesleyan University | 110.7 | 109.4 | 108.5 | 121.7 | 118.2 | 118.3 |
| Knox College | 99.0 | 89.0 | 86.9 | 88.6 | 89.4 | 90.7 |
| Lake Forest College | 102.5 | 99.7 | 104.9 | 105.3 | 102.6 | No Report |
| Lewis University | 96.3 | 82.2 | 87.8 | 88.1 | 89.1 | 90.4 |
| Loyola University of Chicago | 102.2 | 101.5 | 98.3 | 103.2 | 100.5 | 99.8 |
| MacMurray College | 102.4 | 96.6 | 73.9 | 78.4 | 75.7 | No Report |
| Millikin University | 98.9 | 103.5 | 101.8 | 96.2 | 97.3 | 99.3 |
| Monmouth College | 102.7 | 105.9 | 101.2 | 98.5 | 97.1 | 101.0 |
| National-Louis University | No Report | No Report | 93.2 | 92.2 | 94.8 | 91.9 |
| North Central College | 108.4 | 115.0 | 111.7 | 107.4 | 109.9 | 109.7 |
| North Park College | No Report | 85.6 | 77.4 | 77.0 | 79.8 | 80.1 |
| Northwestern University | 101.1 | 100.0 | 101.6 | 111.7 | 111.0 | 110.5 |
| Principia College | 112.2 | 110.4 | 109.5 | 106.2 | 107.3 | 106.6 |
| Rockford College | 101.6 | 104.1 | 89.9 | 90.0 | 91.2 | 92.5 |
| Roosevelt University | 94.6 | 89.1 | 92.3 | 93.4 | 94.3 | 97.9 |
| Rosary College | 84.6 | 92.7 | 86.3 | 92.0 | 94.5 | 96.7 |
| Saint Xavier College | 105.1 | 108.4 | 103.7 | 118.8 | 117.2 | 115.5 |
| University of Chicago | 103.5 | 106.3 | 104.9 | 114.6 | 113.7 | 113.0 |
| Wheaton College | 91.6 | 83.3 | 83.4 | 87.7 | 88.4 | 90.5 |
| Weighted Average[1] | 102.0 % | 100.5 % | 100.1 % | 105.2 % | 105.0 % | 105.0 % |

[1] The fiscal year 1996 faculty distribution among ranks was used to determine weighted averages for all years.

Source: American Association of University Professors



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Table 7

## ILLINOIS COMMUNITY COLLEGES
## AVERAGE FACULTY SALARIES BY DISTRICT

(in thousands of dollars)

| | | | | | | | Percent Increase | | |
|---|---|---|---|---|---|---|---|---|---|
| | FY1980 | FY1985 | FY1990 | FY1994 | FY1995 | FY1996 | FY1980 to FY1996 | FY1985 to FY1996 | FY1990 to FY1996 |
| Belleville Area Community College | $22.1 | $32.0 | $40.6 | $46.1 | $47.2 | $48.6 | 119.9 % | 51.9 % | 19.7 % |
| Black Hawk College | 19.1 | N/R | 32.1 | 40.3 | 42.5 | 42.4 | 122.0 | — | 32.1 |
| Carl Sandburg College | 17.3 | 23.6 | 29.8 | 34.5 | 36.1 | 37.8 | 118.5 | 60.2 | 26.8 |
| City Colleges of Chicago (All) | 22.0 | 31.7 | 43.1 | 51.5 | 53.0 | 54.4 | 147.3 | 71.6 | 26.2 |
| College of DuPage | 24.2 | 32.7 | N/R | 49.5 | 50.9 | 54.3 | 124.4 | 66.1 | — |
| College of Lake County | 21.6 | 29.4 | 47.2 | 59.4 | 62.0 | 64.3 | 197.7 | 118.7 | 36.2 |
| Danville Area Community College | 18.7 | 24.9 | 29.1 | 33.4 | 34.0 | 36.0 | 92.5 | 44.6 | 23.7 |
| Elgin Community College | 20.5 | N/R | 35.1 | 52.7 | 54.8 | 57.2 | 179.0 | — | 63.0 |
| Heartland Community College | — | — | — | 28.3 | 29.6 | 31.2 | — | — | — |
| Highland Community College | 18.5 | 25.5 | 29.5 | 40.7 | 42.1 | 43.3 | 134.1 | 69.8 | 46.8 |
| Illinois Central College | 19.8 | 27.9 | 34.6 | 40.4 | 41.9 | 42.1 | 112.6 | 50.9 | 21.7 |
| Illinois Eastern Community Colleges (All) | 14.4 | 21.5 | 25.3 | 31.1 | 32.0 | 32.9 | 128.5 | 53.0 | 30.0 |
| Illinois Valley Community College | 19.7 | 27.0 | 34.0 | 39.0 | 40.3 | 40.9 | 107.6 | 51.5 | 20.3 |
| John A. Logan College | 17.9 | 28.8 | 32.9 | 40.3 | 41.2 | 42.0 | 134.6 | 45.8 | 27.7 |
| John Wood Community College | 11.2 | 18.2 | 22.2 | 25.7 | 25.0 | 26.4 | 135.7 | 45.1 | 18.9 |
| Joliet Junior College | 21.0 | 30.6 | 40.4 | 47.1 | 48.7 | 50.2 | 139.0 | 64.1 | 24.3 |
| Kankakee Community College | 15.9 | 22.4 | 30.6 | 38.2 | 40.8 | 42.8 | 169.2 | 91.1 | 39.9 |
| Kaskaskia College | 17.6 | 22.0 | 31.4 | 38.9 | 40.1 | 40.7 | 131.3 | 85.0 | 29.6 |
| Kishwaukee College | 15.5 | 22.7 | 30.5 | 34.6 | 35.7 | 34.7 | 123.9 | 52.9 | 13.8 |
| Lake Land College | 17.5 | 23.1 | 29.7 | 34.9 | 36.8 | 38.7 | 121.1 | 67.5 | 30.3 |
| Lewis and Clark Community College | 15.6 | 25.4 | 34.9 | 42.8 | 43.4 | 45.7 | 192.9 | 79.9 | 30.9 |
| Lincoln Land Community College | 21.4 | 28.4 | 37.4 | 44.4 | 45.9 | 48.7 | 127.6 | 71.5 | 30.2 |
| McHenry County College | 18.9 | 25.7 | 35.4 | 40.8 | 42.7 | 44.9 | 137.6 | 74.7 | 26.8 |
| Moraine Valley Community College | 18.8 | 26.3 | 37.7 | 45.9 | 46.9 | 48.2 | 156.4 | 83.3 | 27.9 |
| Morton College | 21.4 | 28.0 | 40.4 | 48.7 | 50.3 | 49.7 | 132.2 | 77.5 | 23.0 |
| Oakton Community College | 20.3 | 31.1 | 45.1 | 54.6 | 57.2 | 59.3 | 192.1 | 90.7 | 31.5 |
| Parkland College | 18.7 | 28.3 | 36.6 | 43.1 | 44.8 | 46.0 | 146.0 | 62.5 | 25.7 |
| Prairie State College | 21.3 | 29.3 | 35.7 | 42.5 | 43.5 | 45.7 | 114.6 | 56.0 | 28.0 |
| Rend Lake College | 18.5 | 23.4 | 31.1 | 37.4 | 38.0 | 39.5 | 113.5 | 68.8 | 27.0 |
| Richland Community College | 16.8 | 24.4 | 31.6 | 37.7 | 39.3 | 40.2 | 139.3 | 64.8 | 27.2 |

Table 7 (continued)

## ILLINOIS COMMUNITY COLLEGES
## AVERAGE FACULTY SALARIES BY DISTRICT

| (in thousands of dollars) | FY1980 | FY1985 | FY1990 | FY1994 | FY1995 | FY1996 | Percent Increase FY1980 to FY1996 | Percent Increase FY1985 to FY1996 | Percent Increase FY1990 to FY1996 |
|---|---|---|---|---|---|---|---|---|---|
| Rock Valley College | $18.9 | $25.9 | $35.8 | $42.2 | $43.7 | $43.9 | 132.3 % | 69.5 % | 22.6 % |
| Sauk Valley Community College | 17.5 | 23.9 | 30.9 | 36.4 | 37.4 | 38.3 | 118.9 | 60.3 | 23.9 |
| Shawnee College | 15.5 | 19.4 | 28.5 | 33.2 | 34.2 | 35.5 | 129.0 | 83.0 | 24.6 |
| Southeastern Illinois College | 16.4 | 21.4 | 30.8 | 32.5 | 36.6 | 37.1 | 126.2 | 73.4 | 20.5 |
| South Suburban College | 22.0 | 31.5 | 39.1 | 48.0 | 47.2 | 47.3 | 115.0 | 50.2 | 21.0 |
| Spoon River College | 18.9 | 26.0 | 30.2 | 35.3 | 37.5 | 35.2 | 86.2 | 35.4 | 16.6 |
| State Community College | 15.4 | 20.5 | N/R | 34.2 | 34.0 | 35.5 | 130.5 | 73.2 | — |
| Triton College | 22.6 | 30.0 | 41.7 | 51.9 | 54.5 | 56.9 | 151.8 | 89.7 | 36.5 |
| Waubonsee Community College | 18.7 | 28.2 | 36.2 | 41.9 | 43.7 | 44.7 | 139.0 | 58.5 | 23.5 |
| William Rainey Harper College | 22.5 | 33.7 | 44.3 | 54.6 | 57.1 | 57.1 | 153.8 | 69.4 | 28.9 |
| Weighted Average | $20.3 | $29.1 | $37.8 | $45.4 | $46.9 | $48.3 | 137.9 % | 66.0 % | 27.8 % |

N/R = No Report

Source: Illinois Community College Board

Table 8

ILLINOIS COMMUNITY COLLEGES
WEIGHTED AVERAGE FACULTY SALARIES COMPARED TO AVERAGE SALARIES IN SELECTED STATES

(in thousands of dollars)

| State | FY1980 | FY1985 | FY1990 | FY1994 | FY1995 | FY1996 | Percent Increase FY1980 to FY1996 | Percent Increase FY1985 to FY1996 | Percent Increase FY1990 to FY1996 |
|---|---|---|---|---|---|---|---|---|---|
| **Weighted Average Salaries** | | | | | | | | | |
| Illinois | $20.3 | $29.1 | $37.8 | $45.4 | $46.9 | $48.3 | 137.9 % | 66.0 % | 27.8 % |
| **Average Salaries** | | | | | | | | | |
| California | 24.8 | 32.9 | 44.2 | 49.7 | 51.9 | 53.0 | 113.7 | 61.1 | 19.9 |
| Florida | 17.4 | 23.6 | 32.9 | 36.3 | 37.3 | 35.9 | 106.3 | 52.1 | 9.1 |
| Iowa | 16.3 | 21.3 | 28.2 | 33.7 | 35.6 | 34.6 | 112.3 | 62.4 | 22.7 |
| Maryland | 20.2 | 27.1 | 36.3 | 41.1 | 42.6 | 43.3 | 114.4 | 59.8 | 19.3 |
| Massachusetts | 18.5 | 24.4 | 36.0 | 40.8 | 39.6 | 40.5 | 118.9 | 66.0 | 12.5 |
| Michigan | 19.6 | 28.1 | 39.3 | 43.0 | 45.8 | 50.0 | 155.1 | 77.9 | 27.2 |
| Minnesota | 18.5 | 28.5 | 37.8 | 42.4 | 43.8 | 45.0 | 143.2 | 57.9 | 19.0 |
| Missouri | 20.3 | 23.1 | 29.8 | 33.8 | 35.0 | 36.6 | 80.3 | 58.4 | 22.8 |
| New York | 20.0 | 27.8 | 36.7 | 43.0 | 45.6 | 45.8 | 129.0 | 64.7 | 24.8 |
| Ohio | 17.1 | 24.9 | 33.3 | 38.2 | 39.4 | 39.7 | 132.2 | 59.4 | 19.2 |
| Pennsylvania | 18.4 | 25.7 | 34.4 | 42.6 | 42.4 | 44.7 | 142.9 | 73.9 | 29.9 |
| Texas | 17.8 | 28.0 | 32.0 | 35.8 | 35.3 | 37.4 | 110.1 | 33.6 | 16.9 |
| Washington | 21.3 | 26.2 | 30.3 | 37.5 | 37.1 | 36.9 | 73.2 | 40.8 | 21.8 |
| Median | $18.5 | $26.2 | $34.4 | $40.8 | $39.6 | $40.5 | 118.9 % | 54.6 % | 17.7 % |
| **Illinois Average As A Percent Of Other States' Median** | 109.7 % | 111.1 % | 109.9 % | 111.3 % | 118.4 % | 119.3 % | | | |

Sources: American Association of University Professors and Illinois Community College Board

Table 9

## ILLINOIS MATHEMATICS AND SCIENCE ACADEMY AND HIGH SCHOOL DISTRICTS IN THE CHICAGO METROPOLITAN AREA AVERAGE TEACHER SALARIES

| | FY1990 | FY1994 | FY1995 | FY1996 | Percent Increase FY1990 To FY1996 | Percent Increase FY1995 To FY1996 |
|---|---|---|---|---|---|---|
| Illinois Mathematics and Science Academy | $38,838 | $47,160 | $49,923 | $51,537 | 32.7 % | 3.2 % |
| High School Districts In: | | | | | | |
| Cook County | 46,836 | 59,781 | 58,630 | 62,062 | 32.5 | 5.9 |
| DuPage County | 46,691 | 61,729 | 60,826 | 61,868 | 32.5 | 1.7 |
| Lake County | 41,802 | 54,315 | 54,456 | 56,505 | 35.2 | 3.8 |
| McHenry County | 39,512 | 51,344 | 50,780 | 53,965 | 36.6 | 6.3 |
| Will County | 37,941 | 48,493 | 47,438 | 48,050 | 26.6 | 1.3 |
| Weighted Average Salary | $45,499 | $58,213 | $57,292 | $59,886 | 31.6 % | 4.5 % |
| Illinois Mathematics and Science Academy as Percent of High School Districts' Weighted Average | 85.4 % | 81.0 % | 87.1 % | 86.1 % | | |

Note: Preliminary fiscal year 1996 salary data for public school teachers in Illinois obtained from Planning, Research, and Evaluation, State Board of Education.

Source: Illinois Mathematics and Science Academy and State Board of Education *Illinois Teacher Salary Study.*

Table 10

UNIVERSITY CIVIL SERVICE PERSONNEL
WEIGHTED AVERAGE ANNUAL SALARIES

| | FY1985 | FY1990 | FY1994 | FY1995 | FY1996 | Percent Increase FY1985 to FY1996 | Percent Increase FY1990 to FY1996 |
|---|---|---|---|---|---|---|---|
| Chicago State University | $16,732 | $22,273 | $24,714 | $24,848 | 26,789 | 60.1 % | 20.3 % |
| Eastern Illinois University | 14,659 | 20,116 | 23,763 | 24,389 | 25,738 | 75.6 | 27.9 |
| Governors State University | 17,236 | 22,737 | 25,417 | 25,511 | 27,172 | 57.6 | 19.5 |
| Illinois State University | 16,365 | 21,388 | 23,796 | 24,655 | 25,652 | 56.7 | 19.9 |
| Northeastern Illinois University | 16,418 | 21,869 | 23,714 | 23,874 | 26,447 | 61.1 | 20.9 |
| Northern Illinois University | 16,493 | 21,356 | 23,876 | 24,799 | 25,624 | 55.4 | 20.0 |
| Western Illinois University | 15,933 | 20,814 | 23,414 | 23,371 | 25,046 | 57.2 | 20.3 |
| Cooperative Computer Center | 20,482 | 28,606 | 31,781 | 30,519 | 25,355 | 23.8 | (11.4) |
| Southern Illinois University | | | | | | | |
| Carbondale | 16,996 | 21,957 | 24,365 | 25,118 | 25,879 | 52.3 | 17.9 |
| Edwardsville | 17,257 | 21,390 | 23,049 | 22,872 | 23,212 | 34.5 | 8.5 |
| School of Medicine | 15,501 | 20,040 | 22,694 | 23,874 | 24,230 | 56.3 | 20.9 |
| University of Illinois | | | | | | | |
| Chicago | 18,864 | 26,129 | 29,848 | 31,124 | 33,285 | 76.4 | 27.4 |
| Springfield | 16,098 | 19,517 | 22,894 | 22,704 | 24,879 | 54.5 | 27.5 |
| Urbana–Champaign | 17,160 | 22,030 | 25,109 | 26,075 | 27,670 | 61.2 | 25.6 |
| Public Universities Weighted Average | 17,355 | 22,759 | 25,856 | 26,720 | 28,021 | 61.5 | 23.1 |
| Illinois Community College Board | 14,508 | 20,325 | 23,644 | 23,070 | 24,991 | 72.3 | 23.0 |
| State Community College | 14,639 | 20,009 | 24,556 | No Report | No Report | — | — |
| Illinois Student Assistance Commission | 15,267 | 21,699 | 24,437 | 24,827 | 26,746 | 75.2 | 23.3 |
| State Universities Civil Service System | 21,997 | 31,599 | 33,670 | 36,861 | 38,776 | 76.3 | 22.7 |
| Illinois Board of Higher Education | 15,948 | 21,227 | 24,460 | 24,859 | 27,228 | 70.7 | 28.3 |
| Weighted Average | $17,319 | $22,737 | $25,823 | $26,678 | $27,061 | 56.3 % | 19.0 % |

Source: Northern Illinois University Personnel Office

Table 11

UNIVERSITY CIVIL SERVICE PERSONNEL
WEIGHTED AVERAGE ANNUAL SALARIES
ALL PERSONNEL BY CATEGORY

| Occupational Category | FY1985 | FY1990 | FY1994 | FY1995 | FY1996 | Percent Increase FY1985 to FY1996 | Percent Increase FY1990 to FY1996 |
|---|---|---|---|---|---|---|---|
| Administrative/Managerial/Professional | $21,131 | $27,284 | $29,759 | $30,677 | 32,163 | 52.2 % | 17.9 % |
| Medical/Health Services | 19,683 | 27,069 | 31,951 | 32,653 | 34,544 | 75.5 | 27.6 |
| Technical | 17,603 | 20,560 | 23,560 | 24,241 | 25,321 | 43.8 | 23.2 |
| Clerical | 12,787 | 16,683 | 18,946 | 19,588 | 20,700 | 61.9 | 24.1 |
| Custodial/Maintenance/Services | 15,199 | 19,710 | 21,643 | 22,262 | 23,243 | 52.9 | 17.9 |
| Crafts/Trades/Construction | 29,999 | 36,900 | 40,735 | 42,062 | 44,133 | 47.1 | 19.6 |

Source: Northern Illinois University Personnel Office

## APPENDIX

### DESCRIPTION OF SALARY DATA SOURCES, BOARD OF HIGHER EDUCATION SALARY COMPARISON GROUPS, AND METHODS FOR COMPARISONS

#### Faculty Salaries

Sources of Data. Faculty salary data used in this study were reported by the American Association of University Professors (AAUP) in "The Annual Report on the Economic Status of The Profession 1995-1996," *Academe*, March-April 1996.

The Association's efforts have made it possible to obtain faculty salary data in a more timely fashion than other sources of such information. However, not all institutions are included in AAUP's year-to-year efforts. Missing data generally involve small nonpublic institutions and public community colleges. Because data for many Illinois community colleges have not been consistently included in the AAUP reports over the years, salary data for these faculty were obtained from the Illinois Community College Board.

Salary data for some ranks of faculty may be excluded by the AAUP even though an institution's other data are included in the AAUP report. This occurs because AAUP does not publish salary data for ranks in which fewer than six faculty members are reported. This measure is intended to protect the confidentiality of individual salary information. Because relatively small numbers of faculty are excluded for this reason, this adjustment is not likely to have a significant effect on the conclusions of the Board of Higher Education's report.

Although the AAUP reports data for both salaries and total compensation, the data presented in this report are limited to salaries. Total compensation includes such fringe benefits as employer contributions to the federal social security system, employee and dependent health insurance, employee life insurance, and employee disability plans.

Comparisons of Faculty Salaries. Faculty salary data for six fiscal years (1980, 1985, 1990, 1994, 1995, and 1996) are examined in this Board of Higher Education report. For each of these years, salary data for Illinois public universities and independent colleges and universities are compared with similar institutions nationwide. The basis for determining groups of similar institutions--labeled comparison groups--is described in a Board report, *College and University Comparison Groups* (November 5, 1985). A list of the comparison groups containing Illinois colleges and universities that are used in the report is provided at the end of this Appendix.

The comparison groups involve a total nationwide population of 1,534 colleges and universities. This total includes 273 doctoral granting institutions, 561 master's granting institutions, and 700 bachelor's granting institutions. These institutions were divided into 41 groups of institutions based upon a large number of variables that are described in the Board of Higher Education's 1985 report. Of the 41 comparison groups, 18 contain at least one Illinois institution.

Within each comparison group, the median (midpoint) salary is determined for each faculty rank. A "weighted" median salary is then calculated using the fiscal year 1996 faculty mix for each Illinois institution. This figure is used as the point of comparison with the weighted average salary for each Illinois institution in the group. Illinois salaries are expressed as a percentage of the median salary of the group.

Weighted average faculty salaries for independent colleges and universities are calculated using the institutions that reported data in every year. In this report, the following institutions were used to calculate the weighted average faculty salaries for Illinois private institutions.

Augustana College
Aurora University
Bradley University
Concordia University
DePaul University
Elmhurst College
Eureka College
Garrett-Evangelical Theological Seminary
Benedictine University
Illinois College
Illinois Institute of Technology
Illinois Wesleyan University
Knox College
Lewis University
Lincoln College
Loyola University of Chicago
Lutheran School of Theology at Chicago
Millikin University
Monmouth College
North Central College
Northwestern University
Parks College of St. Louis University
Principia College
Quincy University
Rockford College
Roosevelt University
Rosary College
Saint Xavier University
Trinity Christian College
Trinity International University
Trinity International University-Trinity Evangelical Divinity School
University of Chicago
Wheaton College

The mix of faculty in each rank in fiscal year 1996 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institution's fiscal year 1996 mix is used for computing the comparison group's median salary in order to control for differences in faculty mix among institutions.

No comparison groups similar to those used for public universities and independent institutions are available for Illinois community colleges. In the absence of such groups, the weighted average salary of all Illinois community colleges combined has been compared with the average salary in selected states that have large community college systems or neighbor Illinois. The Illinois average is compared with the median salary for the group of states and expressed as a percentage of the median.

Faculty salary data for community colleges in other states were obtained from the AAUP report, but the reporting of salary data over time for these community colleges has not been consistent. Comparisons of these faculty salary data with salary data for Illinois community colleges obtained from the Illinois Community College Board should be used with caution.

Illinois Mathematics and Science Academy

Faculty salary data used in this study were reported by the Illinois Mathematics and Science Academy and the Illinois State Board of Education (ISBE) Office of Planning, Research and Evaluation in *Illinois Teacher Salary Study*, 1988-89, 1989-90, 1992-93, 1993-94, 1994-95, and 1995-96. The ISBE obtains data from the teacher service record form completed annually by school district superintendents and submitted to the ISBE. All data reported are salaries for full-time classroom teachers and include salary increments resulting from an additional year of teaching experience for most teachers, additional educational attainment for some teachers, and additional pay for extra duties and extended work time if not included in the teacher's employment contract. Salaries for part-time teachers, teacher aides, and other nonteaching personnel are not included.

Civil Service Salaries

University civil service salaries are collected annually from public universities and higher education agencies by the personnel office at Northern Illinois University. Data are collected for the number of employees in each position and the average salary for that position.

The staff of the Board of Higher Education grouped the various civil service position classifications as designated by the University Civil Service Merit Board into six occupational categories.

Board of Higher Education 1985 Comparison Groups

The following pages list all of the institutions in the Board of Higher Education comparison groups. Institutions located in Alaska and Hawaii were excluded from group median calculations.

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | University of Southern California | CA | Private |
| | University of California-San Diego | CA | Public |
| | University of California-Los Angeles | CA | Public |
| | University of California-Berkeley | CA | Public |
| | Yale University | CT | Private |
| | **University of Chicago** | IL | **Private** |
| | **Northwestern University** | IL | **Private** |
| | **University of Illinois at Urbana-Champaign** | IL | **Public** |
| | Johns Hopkins University | MD | Private |
| | University of Michigan-Ann Arbor | MI | Public |
| | Washington University | MO | Private |
| | Duke University | NC | Private |
| | University of North Carolina at Chapel Hill | NC | Public |
| | University of Rochester | NY | Private |
| | New York University | NY | Private |
| | Columbia University Main Division | NY | Private |
| | University of Pennsylvania | PA | Private |
| | Brown University | RI | Private |
| | University of Texas at Austin | TX | Public |
| | University of Washington | WA | Public |
| | University of Wisconsin-Madison | WI | Public |
| 21 | | | |
| | Georgia Institute of Technology-Main Campus | GA | Public |
| | **Illinois Institute of Technology** | IL | **Private** |
| | University of Missouri-Rolla | MO | Public |
| | Stevens Institute of Technology | NJ | Private |
| | Clarkson College of Technology | NY | Private |
| | Rensselaer Polytechnic Institute | NY | Private |
| | Polytechnic Institute of New York | NY | Private |
| | Drexel University | PA | Private |
| 8 | | | |
| | University of Alabama in Birmingham | AL | Public |
| | Northern Arizona University | AZ | Public |
| | University of California-Santa Cruz | CA | Public |
| | University of Northern Colorado | CO | Public |
| | University of South Florida | FL | Public |
| | Florida Atlantic University | FL | Public |
| | Georgia State University | GA | Public |
| | **Illinois State University** | IL | **Public** |
| | Ball State University | IN | Public |
| | Indiana-Purdue University-Indianapolis | IN | Public |
| | Indiana State University Main Campus | IN | Public |
| | University of Louisville | KY | Public |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | University of New Orleans | LA | Public |
| | Western Michigan University | MI | Public |
| | University of Missouri-Kansas City | MO | Public |
| | University of Southern Mississippi | MS | Public |
| | University of North Carolina at Greensboro | NC | Public |
| | Rutgers University Camden Campus | NJ | Public |
| | State University of New York at Albany | NY | Public |
| | Cleveland State University | OH | Public |
| | Ohio University Main Campus | OH | Public |
| | University of Toledo | OH | Public |
| | University of South Dakota Main Campus | SD | Public |
| | Memphis State University | TN | Public |
| | North Texas State University | TX | Public |
| | East Texas State University | TX | Public |
| | University of Houston Central Campus | TX | Public |
| | Texas Woman's University | TX | Public |
| | University of Texas at Dallas | TX | Public |
| | University of Wisconsin-Milwaukee | WI | Public |
| 30 | | | |
| | University of Arizona | AZ | Public |
| | Arizona State University | AZ | Public |
| | University of California-Davis | CA | Public |
| | University of California-Santa Barbara | CA | Public |
| | University of California-Irvine | CA | Public |
| | University of California-Riverside | CA | Public |
| | University of Delaware | DE | Public |
| | University of Florida | FL | Public |
| | Florida State University | FL | Public |
| | University of Georgia | GA | Public |
| | University of Hawaii at Manoa | HI | Public |
| | **University of Illinois at Chicago** | IL | **Public** |
| | University of Massachusetts Amherst Campus | MA | Public |
| | University of Maryland College Park Campus | MD | Public |
| | Michigan State University | MI | Public |
| | Wayne State University | MI | Public |
| | University of Oregon Main Campus | OR | Public |
| | Temple University | PA | Public |
| | University of Utah | UT | Public |
| | Virginia Commonwealth University | VA | Public |
| | Virginia Polytechnic Institute and State University | VA | Public |
| | University of Vermont and State Agriculture College | VT | Public |
| 22 | | | |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | University of Alabama | AL | Public |
| | Auburn University Main Campus | AL | Public |
| | University of Arkansas Main Campus | AR | Public |
| | Colorado State University | CO | Public |
| | Iowa State University Science and Technology | IA | Public |
| | University of Idaho | ID | Public |
| | **Southern Illinois University at Carbondale** | IL | **Public** |
| | **Northern Illinois University** | IL | **Public** |
| | Kansas State University of Agriculture and Applied Science | KS | Public |
| | University of Kentucky | KY | Public |
| | Louisiana State University and Agriculture and Mechanical College | LA | Public |
| | University of Maine at Orono | ME | Public |
| | University of Missouri-Columbia | MO | Public |
| | University of Mississippi Main Campus | MS | Public |
| | Mississippi State University | MS | Public |
| | University of Montana | MT | Public |
| | Montana State University | MT | Public |
| | North Carolina State University-Raleigh | NC | Public |
| | University of North Dakota Main Campus | ND | Public |
| | North Dakota State University Main Campus | ND | Public |
| | University of Nebraska-Lincoln | NE | Public. |
| | University of New Hampshire | NH | Public |
| | Rutgers University Newark Campus | NJ | Public |
| | New Mexico State University Main Campus | NM | Public |
| | University of New Mexico Main Campus | NM | Public |
| | University of Nevada Reno | NV | Public |
| | State University of New York at Binghamton | NY | Public |
| | Bowling Green State University Main Campus | OH | Public |
| | Kent State University Main Campus | OH | Public |
| | University of Akron Main Campus | OH | Public |
| | Miami University Oxford Campus | OH | Public |
| | Oklahoma State University Main Campus | OK | Public |
| | University of Oklahoma Norman Campus | OK | Public |
| | Oregon State University | OR | Public |
| | University of Rhode Island | RI | Public |
| | University of South Carolina at Columbia | SC | Public |
| | Clemson University | SC | Public |
| | University of Tennessee Knoxville | TN | Public |
| | Texas Technical University | TX | Public |
| | Texas A&M University Main Campus | TX | Public |
| | Utah State University | UT | Public |
| | College of William and Mary | VA | Public |
| | Washington State University | WA | Public |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | University of West Virginia | WV | Public |
| | University of Wyoming | WY | Public |
| 45 | | | |
| | Loma Linda University | CA | Private |
| | University of Denver | CO | Private |
| | American University | DC | Private |
| | Georgetown University | DC | Private |
| | George Washington University | DC | Private |
| | Catholic University of America | DC | Private |
| | University of Miami | FL | Private |
| | Emory University | GA | Private |
| | Loyola University of Chicago | IL | Private |
| | Tulane University of Louisiana | LA | Private |
| | Boston University | MA | Private |
| | Boston College | MA | Private |
| | Saint Louis University Main Campus | MO | Private |
| | Wake Forest University | NC | Private |
| | Creighton University | NE | Private |
| | Yeshiva University | NY | Private |
| | Case Western Reserve University | OH | Private |
| | Vanderbilt University | TN | Private |
| 18 | | | |
| | Troy State University Main Campus | AL | Public |
| | California Polytechnic State University-San Luis Obispo | CA | Public |
| | California State Polytechnic University-Pomona | CA | Public |
| | California State University-Chico | CA | Public |
| | California State University-Dominguez Hills | CA | Public |
| | California State University-Fresno | CA | Public |
| | California State University-Hayward | CA | Public |
| | Central Connecticut State College | CT | Public |
| | Southern Connecticut State College | CT | Public |
| | University of Central Florida | FL | Public |
| | Florida International University | FL | Public |
| | Drake University | IA | Private |
| | University of Northern Iowa | IA | Public |
| | DePaul University | IL | Private |
| | Eastern Illinois University | IL | Public |
| | Southern Illinois University at Edwardsville | IL | Public |
| | Western Illinois University | IL | Public |
| | Wichita State University | KS | Public |
| | Eastern Kentucky University | KY | Public |
| | Western Kentucky University | KY | Public |
| | Louisiana Technical University | LA | Public |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | University of Southwestern Louisiana | LA | Public |
| | Towson State University | MD | Public |
| | Oakland University | MI | Public |
| | Mankato State University | MN | Public |
| | Saint Cloud State University | MN | Public |
| | Central Missouri State University | MO | Public |
| | University of Missouri-Saint Louis | MO | Public |
| | Southwest Missouri State University | MO | Public |
| | Appalachian State University | NC | Public |
| | East Carolina University | NC | Public |
| | University of North Carolina at Charlotte | NC | Public |
| | University of Nebraska at Omaha | NE | Public |
| | Farleigh Dickinson University Teaneck Campus | NJ | Private |
| | Montclair State College | NJ | Public |
| | Seton Hall University | NJ | Private |
| | University of Nevada Las Vegas | NV | Public |
| | City of New York Bernard Baruch College | NY | Public |
| | City of New York Brooklyn College | NY | Public |
| | City of New York City College | NY | Public |
| | City of New York Hunter College | NY | Public |
| | City of New York Queens College | NY | Public |
| | Long Island University C.W. Post Center | NY | Private |
| | Rochester Institute of Technology | NY | Private |
| | State of New York College at Buffalo | NY | Public |
| | University of Dayton | OH | Private |
| | Wright State University Main Campus | OH | Public |
| | Youngstown State University | OH | Public |
| | Central State University | OK | Public |
| | Portland State University | OR | Public |
| | Duquesne University | PA | Private |
| | Indiana University of Pennsylvania | PA | Public |
| | Villanova University | PA | Private |
| | International American University Metro Campus | PR | Private |
| | Middle Tennessee State University | TN | Public |
| | Lamar University | TX | Public |
| | Stephen F. Austin State University | TX | Public |
| | Southwest Texas State University | TX | Public |
| | University of Texas at El Paso | TX | Public |
| | University of Texas San Antonio | TX | Public |
| | George Mason University | VA | Public |
| | James Madison University | VA | Public |
| | Old Dominion University | VA | Public |
| | Western Washington University | WA | Public |
| | University of Wisconsin Eau Claire | WI | Public |
| | University of Wisconsin Oshkosh | WI | Public |
| | Marshall University | WV | Public |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Alabama A&M University | AL | Public |
| | University of Alabama in Huntsville | AL | Public |
| | Jacksonville State University | AL | Public |
| | University of South Alabama | AL | Public |
| | Tuskegee Institute | AL | Private |
| | University of Arkansas at Little Rock | AR | Public |
| | Arkansas State University Main Campus | AR | Public |
| | University of Central Arkansas | AR | Public |
| | Humboldt State University | CA | Public |
| | University of District of Columbia | DC | Public |
| | Florida Agricultural & Mechanical University | FL | Public |
| | University of West Florida | FL | Public |
| | Georgia Southern College | GA | Public |
| | West Georgia College | GA | Public |
| | Boise State University | ID | Public |
| | Idaho State University | ID | Public |
| | Chicago State University | IL | Public |
| | Northeastern Illinois University | IL | Public |
| | University of Evansville | IN | Private |
| | Indiana-Purdue University Fort Wayne | IN | Public |
| | Emporia State University | KS | Public |
| | Fort Hays State University | KS | Public |
| | Pittsburg State University | KS | Public |
| | Morehead State University | KY | Public |
| | Murray State University | KY | Public |
| | McNeese State University | LA | Public |
| | Northeast Louisiana University | LA | Public |
| | Northwestern State University of Louisiana | LA | Public |
| | Southern University A&M Main Campus | LA | Public |
| | Southeastern Louisiana University | LA | Public |
| | Bridgewater State College | MA | Public |
| | University of Lowell | MA | Public |
| | Salem State College | MA | Public |
| | University of Southern Maine | ME | Public |
| | Northern Michigan University | MI | Public |
| | University of Minnesota Duluth | MN | Public |
| | Moorhead State University | MN | Public |
| | Northeast Missouri State University | MO | Public |
| | Southeast Missouri State University | MO | Public |
| | Jackson State University | MS | Public |
| | North Carolina Agricultural and Technical State University | NC | Public |
| | North Carolina Central University | NC | Public |
| | Western Carolina University | NC | Public |
| | Kearney State College | NE | Public |
| | Glassboro State College | NJ | Public |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Jersey City State College | NJ | Public |
| | Kean College of New Jersey | NJ | Public |
| | Trenton State College | NJ | Public |
| | William Paterson College | NJ | Public |
| | Eastern New Mexico University Main Campus | NM | Public |
| | City University of New York College of Staten Island | NY | Public |
| | City University of New York Herbert Lehman College | NY | Public |
| | State University of New York College at Brockport | NY | Public |
| | State University of New York College at Cortland | NY | Public |
| | State University of New York College at New Paltz | NY | Public |
| | State University of New York College at Oswego | NY | Public |
| | State University of New York College at Plattsburgh | NY | Public |
| | Bloomsburg State University | PA | Public |
| | California State University | PA | Public |
| | Clarion University Main Campus | PA | Public |
| | Edinboro University | PA | Public |
| | Kutztown University | PA | Public |
| | Millersville University | PA | Public |
| | Shippensburg University | PA | Public |
| | Slippery Rock University | PA | Public |
| | West Chester University | PA | Public |
| | Catholic University Puerto Rico | PR | Private |
| | International American San German Campus | PR | Private |
| | Rhode Island College | RI | Public |
| | Winthrop College | SC | Public |
| | South Dakota State University | SD | Public |
| | East Tennessee State University | TN | Public |
| | University of Tennessee at Chattanooga | TN | Public |
| | Tennessee State University | TN | Public |
| | Tennessee Technological University | TN | Public |
| | Abilene Christian University | TN | Public |
| | Angelo State University | TX | Private |
| | Pan American University | TX | Public |
| | Sam Houston State University | TX | Public |
| | Texas A&I University | TX | Public |
| | Texas Southern University | TX | Public |
| | West Texas State University | TX | Public |
| | Weber State College | UT | Public |
| | Norfolk State University | VA | Public |
| | Radford University | VA | Public |
| | Virginia State University | VA | Public |
| | Central Washington University | WA | Public |
| | Eastern Washington University | WA | Public |
| | University of Wisconsin La Crosse | WI | Public |
| | University of Wisconsin River Falls | WI | Public |
| | University of Wisconsin Stevens Point | WI | Public |
| | University of Wisconsin Stout | WI | Public |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | University of Wisconsin Superior | WI | Public |
| | University of Wisconsin Whitewater | WI | Public |
| 94 | | | |
| | Alabama State University | AL | Public |
| | Livingston University | AL | Public |
| | University of Montevallo | AL | Public |
| | University of North Alabama | AL | Public |
| | Arkansas Technical University | AR | Public |
| | Henderson State University | AR | Public |
| | Ouachita Baptist University | AR | Private |
| | Southern Arkansas University Main Campus | AR | Public |
| | Adams State College | CO | Public |
| | Western State College Colorado | CO | Public |
| | Eastern Connecticut State College | CT | Public |
| | Armstrong State College | GA | Public |
| | Augusta College | GA | Public |
| | Columbus College | GA | Public |
| | Fort Valley State College | GA | Public |
| | Georgia Southwestern College | GA | Public |
| | Georgia College | GA | Public |
| | North Georgia College | GA | Public |
| | Valdosta State College | GA | Public |
| | University of Guam | GU | Public |
| | Concordia University | IL | Private |
| | Indiana University Southeast | IN | Public |
| | Purdue University Calumet | IN | Public |
| | Washburn University of Topeka | KS | Public |
| | Northern Kentucky University | KY | Public |
| | Grambling State University | LA | Public |
| | Louisiana State University Shreveport | LA | Public |
| | Nicholls State University | LA | Public |
| | Fitchburg State College | MA | Public |
| | Worcester State College | MA | Public |
| | Coppin State College | MD | Public |
| | Salisbury State College | MD | Public |
| | Saginaw Valley State College | MI | Public |
| | Bemidji State University | MN | Public |
| | Winona State University | MN | Public |
| | Lincoln University | MO | Public |
| | Northwest Missouri State University | MO | Public |
| | Alcorn State University | MS | Public |
| | Delta State University | MS | Public |
| | Mississippi Valley State University | MS | Public |
| | Eastern Montana College | MT | Public |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Northern Montana College | MT | Public |
| | Western Montana College | MT | Public |
| | Gardner-Webb College | NC | Private |
| | University of North Carolina at Wilmington | NC | Public |
| | Pembroke State University | NC | Public |
| | Minot State College | ND | Public |
| | Chadron State College | NE | Public |
| | Wayne State College | NE | Public |
| | University of New Hampshire Keene State College | NH | Public |
| | University of New Hampshire Plymouth State College | NH | Public |
| | East Central Oklahoma State University | OK | Public |
| | Northeastern Oklahoma State University | OK | Public |
| | Northwestern Oklahoma State University | OK | Public |
| | Southeastern Oklahoma State University | OK | Public |
| | Southwestern Oklahoma State University | OK | Public |
| | Southern Oregon State College | OR | Public |
| | Western Oregon State College | OR | Public |
| | East Stroudsberg University | PA | Public |
| | Francis Marion College | SC | Public |
| | South Carolina State College | SC | Public |
| | Northern State College | SD | Public |
| | Austin Peay State University | TN | Public |
| | University of Tennessee at Martin | TN | Public |
| | Midwestern State University | TX | Public |
| | Prairie View A&M University | TX | Public |
| | Sul Ross State University | TX | Public |
| | Tarleton State University | TX | Public |
| | University of Texas at Tyler | TX | Public |
| | Longwood College | VA | Public |
| | Castleton State College | VT | Public |
| | Johnson State College | VT | Public |
| | University of Wisconsin Platteville | WI | Public |
| 73 | | | |
| | Azusa Pacific University | CA | Private |
| | California Lutheran College | CA | Private |
| | Chapman College | CA | Private |
| | Loyola Marymount University | CA | Private |
| | New College of California | CA | Private |
| | University of San Diego | CA | Private |
| | University of Santa Clara | CA | Private |
| | University of La Verne | CA | Private |
| | University of Colorado at Denver | CO | Public |
| | University of Bridgeport | CT | Private |
| | Barry University | FL | Private |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | **Governors State University** | IL | **Public** |
| | **National-Louis University** | IL | **Private** |
| | **Roosevelt University** | IL | **Private** |
| | **Rosary College** | IL | **Private** |
| | **University of Illinois at Springfield** | IL | **Public** |
| | Saint Francis College | IN | Private |
| | Hellenic College-Holy Cross Greek Orthodox School of Theology | MA | Private |
| | Lesley College | MA | Private |
| | Simmons College | MA | Private |
| | Suffolk University | MA | Private |
| | Loyola College | MD | Private |
| | College of Saint Thomas | MN | Private |
| | Rivier College | NH | Private |
| | Fairleigh Dickinson University Rutherford | NJ | Private |
| | Long Island University Brooklyn Center | NY | Private |
| | Pace University New York | NY | Private |
| | Antioch University | OH | Private |
| | Ashland College | OH | Private |
| | Xavier University | OH | Private |
| | Oklahoma City University | OK | Private |
| | Lewis and Clark College | OR | Private |
| | Beaver College | PA | Private |
| | Pennsylvania State University--Harrisburg | PA | Public |
| | University of Dallas | TX | Private |
| | University of Houston Clear Lake City | TX | Public |
| | Our Lady of Lake University of San Antonio | TX | Private |
| | Saint Mary's University San Antonio | TX | Private |
| | Gonzaga University | WA | Private |
| 40 | | | |
| | College of Notre Dame | CA | Private |
| | University of Redlands | CA | Private |
| | Saint Mary's College of California | CA | Private |
| | Woodbury University | CA | Private |
| | Regis College | CO | Private |
| | University of Hartford | CT | Private |
| | University of New Haven | CT | Private |
| | Quinnipiac College | CT | Private |
| | Sacred Heart University | CT | Private |
| | Wilmington College | DE | Private |
| | Embry-Riddle Aeronautical University | FL | Private |
| | Rollins College | FL | Private |
| | Mercer University in Atlanta | GA | Private |
| | Chaminade University of Honolulu | HI | Private |
| | Saint Ambrose College | IA | Private |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | **Aurora College** | IL | **Private** |
| | **Illinois Benedictine College** | IL | **Private** |
| | **Lewis University** | IL | **Private** |
| | Indiana Central University | IN | Private |
| | Bellarmine College | KY | Private |
| | Bentley College | MA | Private |
| | Nichols College | MA | Private |
| | University of Maryland University College | MD | Public |
| | Mount Saint Mary's College | MD | Private |
| | Husson College | ME | Private |
| | Aquinas College | MI | Private |
| | University of Michigan-Dearborn | MI | Public |
| | The Lindenwood Colleges | MO | Private |
| | Rockhurst College | MO | Private |
| | Queens College | NC | Private |
| | New Hampshire College | NH | Private |
| | Fairleigh Dickinson University | NJ | Private |
| | Monmouth College | NJ | Private |
| | Rider College | NJ | Private |
| | Canisius College | NY | Private |
| | Iona College | NY | Private |
| | Manhattan College | NY | Private |
| | Marist College | NY | Private |
| | New York Institute of Technology Main Campus | NY | Private |
| | Pace University Pleasantville-Briarcliff Campus | NY | Private |
| | State University of New York Maritime College | NY | Public |
| | Baldwin-Wallace College | OH | Private |
| | Capital University | OH | Private |
| | University of Steubenville | OH | Private |
| | University of Portland | OR | Private |
| | LaSalle College | PA | Private |
| | Philadelphia College of Textiles and Science | PA | Private |
| | Robert Morris College | PA | Private |
| | Saint Francis College | PA | Private |
| | Saint Joseph's University | PA | Private |
| | Widener College of Widener University | PA | Private |
| | York College of Pennsylvania | PA | Private |
| | International Institute World University | PR | Private |
| | Bryant College | RI | Private |
| | Houston Baptist University | TX | Private |
| | Saint Edward's University | TX | Private |
| | University of Saint Thomas | TX | Private |
| | Marymount College of Virginia | VA | Private |
| | University of Puget Sound | WA | Private |
| | University of Wisconsin Parkside | WI | Public |

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BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | University of Alaska Anchorage Campus | AK | Public |
| | Harding University Main Campus | AR | Private |
| | California State College-Bakersfield | CA | Public |
| | California State College-Stanislaus | CA | Public |
| | Sonoma State University | CA | Public |
| | Western Connecticut State College | CT | Public |
| | Biscayne College | FL | Private |
| | Jacksonville University | FL | Private |
| | **Bradley University** | IL | **Private** |
| | Valparaiso University | IN | Private |
| | Framingham State College | MA | Public |
| | Springfield College | MA | Private |
| | Southeastern Massachusetts University | MA | Public |
| | Westfield State College | MA | Public |
| | Frostburg State College | MD | Public |
| | Morgan State University | MD | Public |
| | Calvin College | MI | Private |
| | Ferris State College | MI | Public |
| | Grand Valley State College | MI | Public |
| | Saint Mary's College | MN | Private |
| | Mississippi University for Women | MS | Public |
| | Saint Peter's College | NJ | Private |
| | Elmira College | NY | Private |
| | Ithaca College | NY | Private |
| | Nazareth College of Rochester | NY | Private |
| | College of New Rochelle | NY | Private |
| | Niagara University | NY | Private |
| | Saint Bonaventure University | NY | Private |
| | State University of New York College at Fredonia | NY | Public |
| | State University of New York College at Geneseo | NY | Public |
| | State University of New York College at Oneonta | NY | Public |
| | State University of New York College at Potsdam | NY | Public |
| | Wagner College | NY | Private |
| | Gannon University | PA | Private |
| | Mansfield State College | PA | Public |
| | University of Scranton | PA | Private |
| | Wilkes College | PA | Private |
| | College of Charleston | SC | Public |
| | Citadel Military College of South Carolina | SC | Public |
| | Hardin-Simmons University | TX | Private |
| | Hampton Institute | VA | Private |
| | Lynchburg College | VA | Private |
| | Seattle Pacific University | WA | Private |

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BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Dominican College of San Rafael | CA | Private |
| | Holy Names College | CA | Private |
| | Whittier College | CA | Private |
| | Colorado College | CO | Private |
| | Fairfield University | CT | Private |
| | Trinity College | DC | Private |
| | Stetson University | FL | Private |
| | Mercer University Maine Campus | GA | Private |
| | Maharishi International University | IA | Private |
| | North Park College and Theological Seminary | IL | Private |
| | Loyola University in New Orleans | LA | Private |
| | Assumption College | MA | Private |
| | Emerson College | MA | Private |
| | Emmanuel College | MA | Private |
| | University of Massachusetts Boston Campus | MA | Public |
| | Regis College | MA | Private |
| | Hood College | MD | Private |
| | University of Maryland Baltimore County Campus | MD | Public |
| | Washington College | MD | Private |
| | Western Maryland College | MD | Private |
| | University of New England | ME | Private |
| | Hamline University | MN | Private |
| | Saint John's University | MN | Private |
| | Saint John's College | NM | Private |
| | Alfred University | NY | Private |
| | City University of New York John Jay College of Criminal Justice | NY | Private |
| | Nyack College | NY | Private |
| | Pratt Institute | NY | Private |
| | Russell Sage College Main Campus | NY | Private |
| | Sarah Lawrence College | NY | Private |
| | Union College | NY | Private |
| | John Carroll University | OH | Private |
| | Oral Roberts University | OK | Private |
| | Pacific University | OR | Private |
| | Willamette University | OR | Private |
| | Lincoln University | PA | Public |
| | Providence College | RI | Private |
| | Furman University | SC | Private |
| | Fisk University | TN | Private |
| | Trinity University | TX | Private |
| | University of Richmond | VA | Private |
| | Washington and Lee University | VA | Private |
| | Saint Michael's College | VT | Private |
| | Heritage College | WA | Private |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Pacific Lutheran University | WA | Private |
| | Whitworth College | WA | Private |
| 47 | | | |
| | Mills College | CA | Private |
| | Occidental College | CA | Private |
| | Connecticut College | CT | Private |
| | Trinity College | CT | Private |
| | Wesleyan University | CT | Private |
| | **Wheaton College** | IL | **Private** |
| | DePauw University | IN | Private |
| | Smith College | MA | Private |
| | Williams College | MA | Private |
| | Goucher College | MD | Private |
| | Colgate University | NY | Private |
| | Manhattanville College | NY | Private |
| | Saint Lawrence University | NY | Private |
| | Bucknell University | PA | Private |
| | University of the South | TN | Private |
| | Hollins College | VA | Private |
| | Middlebury College | VT | Private |
| 17 | | | |
| | Mount Saint Mary's College | CA | Private |
| | Point Loma College | CA | Private |
| | University of Tampa | FL | Private |
| | Berry College | GA | Private |
| | Brenau College | GA | Private |
| | La Grange College | GA | Private |
| | Clarke College | IA | Private |
| | Loras College | IA | Private |
| | Marycrest College | IA | Private |
| | Morningside College | IA | Private |
| | College of Idaho | ID | Private |
| | **Rockford College** | IL | **Private** |
| | **Saint Xavier College** | IL | **Private** |
| | Anderson College | IN | Private |
| | Huntington College | IN | Private |
| | Georgetown College | KY | Private |
| | Kentucky State University | KY | Public |
| | Centenary College of Louisiana | LA | Private |
| | Xavier University of Louisiana | LA | Private |
| | North Adams State College | MA | Public |
| | Marygrove College | MI | Private |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Siena Heights College | MI | Private |
| | Avila College | MO | Private |
| | Fontbonne College | MO | Private |
| | Lenoir-Rhyne College | NC | Private |
| | Notre Dame College | NH | Private |
| | Upsala College | NJ | Private |
| | Dowling College | NY | Private |
| | Long Island University Southampton Center | NY | Private |
| | State University of New York College of Technology at Utica-Rome | NY | Public |
| | College of Mount Saint Joseph | OH | Private |
| | Ohio Northern University | OH | Private |
| | Linfield College | OR | Private |
| | Cheyney State College | PA | Public |
| | Westminster College | PA | Private |
| | Salve Regina-Newport College | RI | Private |
| | Augustana College | SD | Private |
| | Tennessee Temple University | TN | Private |
| | Austin College | TX | Private |
| | Incarnate Word College | TX | Private |
| | Texas Wesleyan College | TX | Private |
| | Westminster College | UT | Private |
| | Eastern Mennonite College and Seminary | VA | Private |
| | Shenandoah College and Conservatory of Music | VA | Private |
| | Virginia Union University | VA | Private |
| | Carthage College | WI | Private |
| | University of Wisconsin Green Bay | WI | Public |
| 47 | | | |
| | Scripps College | CA | Private |
| | Pomona College | CA | Private |
| | Pitzer College | CA | Private |
| | Harvey Mudd College | CA | Private |
| | Claremont McKenna College | CA | Private |
| | Agnes Scott College | GA | Private |
| | Grinnell College | IA | Private |
| | Lake Forest College | IL | Private |
| | Knox College | IL | Private |
| | Earlham College | IN | Private |
| | Wabash College | IN | Private |
| | Wheaton College | MA | Private |
| | Wellesley College | MA | Private |
| | Mount Holyoke College | MA | Private |
| | College of the Holy Cross | MA | Private |
| | Amherst College | MA | Private |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Colby College | ME | Private |
| | Bowdoin College | ME | Private |
| | Bates College | ME | Private |
| | Kalamazoo College | MI | Private |
| | Saint Olaf College | MN | Private |
| | Macalester College | MN | Private |
| | Carleton College | MN | Private |
| | Davidson College | NC | Private |
| | Wells College | NY | Private |
| | Vassar College | NY | Private |
| | Skidmore College | NY | Private |
| | Hobart-William Smith Colleges | NY | Private |
| | Hamilton College | NY | Private |
| | Barnard College | NY | Private |
| | Bard College | NY | Private |
| | Oberlin College | OH | Private |
| | Kenyon College | OH | Private |
| | Denison University | OH | Private |
| | College of Wooster | OH | Private |
| | Reed College | OR | Private |
| | Dickinson College | PA | Private |
| | Lafayette College | PA | Private |
| | Haverford College | PA | Private |
| | Franklin and Marshall College | PA | Private |
| | Wilson College | PA | Private |
| | Washington and Jefferson College | PA | Private |
| | Swarthmore College | PA | Private |
| | Southwestern at Memphis | TN | Private |
| | Sweet Briar College | VA | Private |
| | Hampden-Sydney College | VA | Private |
| | Marlboro College | VT | Private |
| | Bennington College | VT | Private |
| | Whitman College | WA | Private |
| | Beloit College | WI | Private |
| | Lawrence University | WI | Private |
| 51 | | | |
| | Spring Hill College | AL | Private |
| | Judson College | AL | Private |
| | Huntingdon College | AL | Private |
| | Birmingham Southern College | AL | Private |
| | Hendrix College | AR | Private |
| | Arkansas College | AR | Private |
| | Westmont College | CA | Private |
| | Southern California College | CA | Private |
| | Pacific Union College | CA | Private |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Albertus Magnus College | CT | Private |
| | Eckerd College | FL | Private |
| | Spelman College | GA | Private |
| | Oglethorpe University | GA | Private |
| | Wesleyan College | GA | Private |
| | Iowa Wesleyan College | IA | Private |
| | Luther College | IA | Private |
| | University of Dubuque | IA | Private |
| | Simpson College | IA | Private |
| | Northwestern College | IA | Private |
| | Graceland College | IA | Private |
| | Cornell College | IA | Private |
| | Coe College | IA | Private |
| | Central University of Iowa | IA | Private |
| | William Penn College | IA | Private |
| | Westmar College | IA | Private |
| | Wartburg College | IA | Private |
| | Blackburn College | IL | Private |
| | Barat College | IL | Private |
| | Illinois Wesleyan University | IL | Private |
| | Illinois College | IL | Private |
| | Greenville College | IL | Private |
| | Principia College | IL | Private |
| | MacMurray College | IL | Private |
| | North Central College | IL | Private |
| | Monmouth College | IL | Private |
| | Franklin College of Indiana | IN | Private |
| | Taylor University | IN | Private |
| | Saint Mary's College | IN | Private |
| | Hanover College | IN | Private |
| | Goshen College | IN | Private |
| | Bethel College | KS | Private |
| | Baker University | KS | Private |
| | Southwestern College | KS | Private |
| | McPherson College | KS | Private |
| | Kansas Wesleyan | KS | Private |
| | Benedictine College | KS | Private |
| | Transylvania University | KY | Private |
| | Centre College of Kentucky | KY | Private |
| | Berea College | KY | Private |
| | Asbury College | KY | Private |
| | Gordon College | MA | Private |
| | Atlantic Union College | MA | Private |
| | College of Notre Dame of Maryland | MD | Private |
| | Nasson College | ME | Private |
| | Hillsdale College | MI | Private |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Concordia College | MI | Private |
| | Alma College | MI | Private |
| | Albion College | MI | Private |
| | Adrian College | MI | Private |
| | Spring Arbor College | MI | Private |
| | Olivet College | MI | Private |
| | Augsburg College | MN | Private |
| | Central Methodist College | MO | Private |
| | William Woods College | MO | Private |
| | William Jewell College | MO | Private |
| | Westminster College | MO | Private |
| | Stephens College | MO | Private |
| | Missouri Valley College | MO | Private |
| | Tougaloo College | MS | Private |
| | Millsaps College | MS | Private |
| | Rocky Mountain College | MT | Private |
| | Guilford College | NC | Private |
| | Warren Wilson College | NC | Private |
| | Saint Andrews Presbyterian College | NC | Private |
| | Salem College | NC | Private |
| | Pfeiffer College | NC | Private |
| | Dana College | NE | Private |
| | Nebraska Wesleyan University | NE | Private |
| | Hastings College | NE | Private |
| | Doane College | NE | Private |
| | New England College | NE | Private |
| | College of Mount Saint Vincent | NY | Private |
| | Hartwick College | NY | Private |
| | Houghton College | NY | Private |
| | King's College | NY | Private |
| | Keuka College | NY | Private |
| | Marymount College | NY | Private |
| | Bluffton College | OH | Private |
| | Defiance College | OH | Private |
| | Ohio Dominican College | OH | Private |
| | Hiram College | OH | Private |
| | Heidelberg College | OH | Private |
| | Muskingum College | OH | Private |
| | Mount Union College | OH | Private |
| | Marietta College | OH | Private |
| | Malone College | OH | Private |
| | Otterbein College | OH | Private |
| | Wilberforce University | OH | Private |
| | George Fox College | OR | Private |
| | Allegheny College | PA | Private |
| | Eastern College | PA | Private |
| | Chestnut Hill College | PA | Private |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Chatham College | PA | Private |
| | Cedar Crest College | PA | Private |
| | Cabrini College | PA | Private |
| | Gettysburg College | PA | Private |
| | Geneva College | PA | Private |
| | Juniata College | PA | Private |
| | Immaculata College | PA | Private |
| | Lycoming College | PA | Private |
| | Lebanon Valley College | PA | Private |
| | Thiel College | PA | Private |
| | Susquehanna University | PA | Private |
| | Waynesburg College | PA | Private |
| | Ursinus College | PA | Private |
| | Seton Hill College | PA | Private |
| | Rosemont College | PA | Private |
| | Muhlenberg College | PA | Private |
| | Barrington College | RI | Private |
| | Coker College | SC | Private |
| | Wofford College | SC | Private |
| | Presbyterian College | SC | Private |
| | Newberry College | SC | Private |
| | Erskine College and Seminary | SC | Private |
| | Maryville College | TN | Private |
| | Lambuth College | TN | Private |
| | King College | TN | Private |
| | Covenant College | TN | Private |
| | Southwestern University | TX | Private |
| | Emory and Henry College | VA | Private |
| | Bridgewater College | VA | Private |
| | Virginia Wesleyan College | VA | Private |
| | Roanoke College | VA | Private |
| | Randolph-Macon Woman's College | VA | Private |
| | Randolph-Macon College | VA | Private |
| | Mary Baldwin College | VA | Private |
| | Norwich University Main Campus | VT | Private |
| | Walla Walla College | WA | Private |
| | Carroll College | WI | Private |
| | Northland College | WI | Private |
| | Ripon College | WI | Private |
| | Wheeling College | WV | Private |
| | Bethany College | WV | |
| 143 | | | |
| | Saint Leo College | FL | Private |
| | Florida Southern College | FL | Private |
| | Morehouse College | GA | Private |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Buena Vista College | IA | Private |
| | **Millikin University** | IL | **Private** |
| | **Elmhurst College** | IL | **Private** |
| | **College of Saint Francis** | IL | **Private** |
| | **Augustana College** | IL | **Private** |
| | Stonehill College | MA | Private |
| | Merrimack College | MA | Private |
| | Hope College | MI | Private |
| | Mercy College of Detroit | MI | Private |
| | Madonna College | MI | Private |
| | College of Saint Catherine | MN | Private |
| | College of Saint Benedict | MN | Private |
| | Concordia College at Moorhead | MN | Private |
| | Gustavus Adolphus College | MN | Private |
| | Bethel College | MN | Private |
| | Columbia College | MO | Private |
| | Park College | MO | Private |
| | Meredith College | NC | Private |
| | Saint Anselm College | NH | Private |
| | Franklin Pierce College | NH | Private |
| | Utica College of Syracuse University | NY | Private |
| | Le Moyne College | NY | Private |
| | Siena College | NY | Private |
| | Saint John Fisher College | NY | Private |
| | Saint Francis College | NY | Private |
| | Wittenberg University | OH | Private |
| | Ohio Wesleyan University | OH | Private |
| | King's College | PA | Private |
| | Elizabethtown College | PA | Private |
| | Grove City College | PA | Private |
| | Albright College | PA | Private |
| | Moravian College | PA | Private |
| | Point Park College | PA | Private |
| | University of Pittsburgh Johnstown Campus | PA | Public |
| | Roger Williams College Main Campus | RI | Private |
| | Baptist College at Chastain | SC | Private |
| | David Lipscomb College | TN | Private |
| | Liberty Baptist College | VA | Private |
| | Saint Norbert College | WI | Private |
| 42 | | | |
| | Miles College | AL | Private |
| | Stillman College | AL | Private |
| | Talladega College | AL | Private |
| | Alaska Pacific University | AK | Private |
| | John Brown University | AR | Private |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Philander Smith College | AR | Private |
| | Bethany College | CA | Private |
| | California Baptist College | CA | Private |
| | West Coast Christian College | CA | Private |
| | Loretto Heights College | CO | Private |
| | Palm Beach Atlantic College | FL | Private |
| | Piedmont College | GA | Private |
| | Toccoa Falls College | GA | Private |
| | Eureka College | IL | Private |
| | Grace College | IN | Private |
| | Saint Joseph's College | IN | Private |
| | Saint Mary-Of-The-Woods College | IN | Private |
| | Mount St. Clare College | IA | Private |
| | Saint Mary College | KS | Private |
| | Saint Mary Plains College | KS | Private |
| | Sterling College | KS | Private |
| | Tabor College | KS | Private |
| | Campbellsville College | KY | Private |
| | Pikeville College | KY | Private |
| | University of Maine at Machias | ME | Public |
| | Columbia Union College | MD | Private |
| | College of Saint Teresa | MN | Private |
| | Northwestern College | MN | Private |
| | Saint Paul Bible College | MN | Private |
| | Belhaven College | MS | Private |
| | Blue Mountain College | MS | Private |
| | Rust College | MS | Private |
| | Culver-Stockton College | MO | Private |
| | School of the Ozarks | MO | Private |
| | Tarkio College | MO | Private |
| | Concordia Teachers College | NB | Private |
| | College of the Southwest | NM | Private |
| | Concordia College | NY | Private |
| | Barber-Scotia College | NC | Private |
| | Bennett College | NC | Private |
| | Greensboro College | NC | Private |
| | Livingstone College | NC | Private |
| | Saint Augustine's College | NC | Private |
| | Bartlesville Wesleyan College | OK | Private |
| | Concordia College | OR | Private |
| | Alliance College | PA | Private |
| | Antillian College | PR | Private |
| | Benedict College | SC | Private |
| | Claflin College | SC | Private |
| | Morris College | SC | Private |
| | Voorhees College | SC | Private |

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

| Number of Institutions | Institution | State | Control |
|---|---|---|---|
| | Dakota State University | SD | Public |
| | University of South Dakota at Springfield | SD | Public |
| | William Jennings Bryan College | TN | Private |
| | Knoxville College | TN | Private |
| | Lane College | TN | Private |
| | Lee College | TN | Private |
| | Milligan College | TN | Private |
| | Tusculum College | TN | Private |
| | Bishop College | TX | Private |
| | Huston-Tillotson College | TX | Private |
| | Jarvis Christian College | TX | Private |
| | Paul Quinn College | TX | Private |
| | Texas College | TX | Private |
| | Wiley College | TX | Private |
| | Green Mountain College | VT | Private |
| | Bluefield College | VA | Private |
| | Saint Paul's College | VA | Private |
| | Salem-Teikyo University | WV | Private |
| | Univesity of Charleston | WV | Private |
| | Silver Lake College | WI | Private |
| 71 | | | |